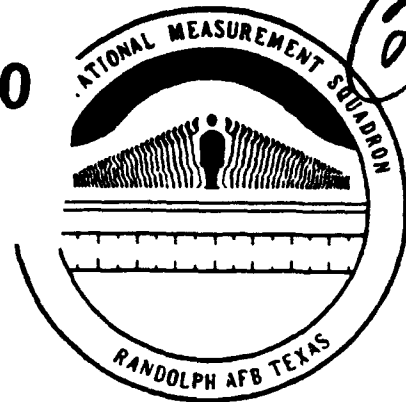




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UNITED STATES
AIR FORCE

*SPECIAL
REPORT*

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BASIC MILITARY TRAINING

AFPT 90-BMT-004

OCTOBER 1993

DTIC QUALITY ASSURED 3

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of a special Air Force survey on the Basic Military Training (BMT) Program curriculum. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Ms Lauri Odness developed the survey instrument, Ms Olga Velez provided computer programming support, and Ms Linda McDonald provided administrative support. Mr Ted Wilcox analyzed the data and wrote the final report. Mr Jerry Clow, Chief, Management Applications Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449.

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SUMMARY OF RESULTS

1. Background data for Basic Military Training (BMT) graduates:

a. Job Satisfaction: Review of job satisfaction indicators revealed that job satisfaction is high for BMT graduates responding to the survey.

b. Physical Fitness: Almost half (45 percent) of BMT graduates responding to the survey indicated that they had engaged in some form of a physical fitness program prior to entering the Air Force. In addition, 74 percent of the BMT graduates responding thought that the physical conditioning portion of BMT was easy.

2. Ratings of BMT Knowledge Areas: Time emphasis ratings provided by all survey respondents (N=3,757) indicated that 40 percent (10 of 25) knowledge areas should be reviewed for possible curriculum adjustments.

3. Ratings of BMT Knowledge Items: Knowledge item emphasis ratings provided by all survey respondents (N=3,757) indicated that 30 percent (53 of 174) knowledge items should be reviewed for possible curriculum adjustments.

OCCUPATIONAL SURVEY REPORT (OSR) BASIC MILITARY TRAINING (BMT)

INTRODUCTION

This is a report of a special survey conducted on the Basic Military Training (BMT) Program completed by the Occupational Analysis Flight, USAF Occupational Measurement Squadron. This survey focused on BMT graduates, supervisors of BMT graduates, officer personnel (paygrades 0-3 through 0-6), and senior noncommissioned officers (NCO) (paygrades E-7 through E-9). This survey was requested by HQ USAF/DPPE to obtain data for use in the evaluation of the BMT program.

BACKGROUND

The BMT Program is a 30-day program designed to prepare enlisted personnel for duty in the United States Air Force. The course consists of 30 academic days. The course is programmed on a 24-hour day and consists of 1,021 hours, including weekends, holidays, and sleep. For the purposes of this survey, only time spent on academics and military training are addressed. This accounts for 41 percent of all time (based on 24-hour clock). A listing of academic and military training areas is provided on Table 1.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this special survey was USAF Job Inventory AFPT 90-BMT-004, dated August 1992. The data collection instrument was prepared from the Basic Military Training Course Chart and from input obtained from Major Air Command and Functional Operating Agency, Senior Enlisted Advisors.

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TABLE 1

BMT KNOWLEDGE AREAS

**TRAINING ADMINISTRATION
DORMITORY AND DETAILS
DRILL
BASIC MILITARY TRAINING ORIENTATION
PHYSICAL CONDITIONING
CONFIDENCE COURSE AND COMBAT ARMS
AIR FORCE CUSTOMS AND COURTESIES
CODE OF CONDUCT AND UNIFORM CODE OF JUSTICE
AIR FORCE MISSION AND HERITAGE
TRAINING AND EDUCATIONAL PROGRAMS
NATIONAL SECURITY
MILITARY PAY AND ENTITLEMENTS
FINANCIAL MANAGEMENT
HUMAN RELATIONS
SELF-AID AND BUDDY CARE
NUCLEAR, BIOLOGICAL, AND CHEMICAL WARFARE
ORGANIZATIONAL STRUCTURE OF THE AIR FORCE
MILITARY CITIZENSHIP
LAW OF ARMED CONFLICT
ENVIRONMENTAL AWARENESS
RESOURCE PROTECTION
QUALITY AIR FORCE
CAREER PROGRESSION
ASSIGNMENT SYSTEM
INFORMATION SECURITY**

Survey Administration

From September 1992 through October 1992, Military Personnel Flights administered the survey instruments to those personnel selected for the survey sample. Military participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Armstrong Laboratory, Human Resources Directorate (AL/HRD).

Two survey instruments were used to collect the data. One survey instrument was used to collect data from BMT graduates, and the second survey instrument was used for all other sample groups; i.e., supervisors, senior enlisted personnel, and officers. The difference between the two survey instruments was an eight-question background section that was included in the BMT graduate survey instrument, but not in the survey instrument for all other sample groups.

BMT survey respondents were asked to complete the biographical section (and background section for BMT graduates) prior to rating the Knowledge Area and Knowledge Item sections. For the Knowledge Area and Knowledge Item sections of the survey instrument, respondents were asked to read through the entire booklet first, so that they could become familiar with the content and time (for knowledge area) allocated to each. Respondents were then asked to rate each knowledge area that they desired to be retained or incorporated into the BMT curriculum using a 9-point Time Spent in Knowledge Area scale. This scale ranges from (9) very large increase to (5) stay the same to (1) very large decrease (see Table 2). After completing the Knowledge area section, respondents were then asked to complete the Knowledge item section of the survey. The Knowledge item section provided a more specific breakdown of what was taught within each of the knowledge areas. For the Knowledge item section, respondents were asked to rate each knowledge item they desired to be retained or incorporated into the BMT curriculum using a 9-point Knowledge Emphasis scale. This scale ranges from (9) extremely high to (5) average to (1) extremely low (see Table 3).

BMT SAMPLE POPULATION

The survey sample was determined based on the need to obtain data from a good cross-section of AF personnel. Accordingly, data were collected from the following sample groups:

BMT Graduates - The target sample for BMT graduates was the number of those who completed BMT during the period 1 January 1991 through 30 June 1991. During this period, more than 12,000 completed BMT. Of those 12,000, survey booklets were sent to 1,453 graduates. Seven hundred fifty-one usable booklets were returned for a return rate of 52 percent (see Table 4).

TABLE 2
KNOWLEDGE AREA SCALE

- **SURVEY RESPONDENTS WERE ASKED TO ASSIGN RATINGS
BASED ON HOW MUCH TRAINING TIME AREAS SHOULD
RECEIVE IN BMT USING 9-POINT SCALE**
- VERY LARGE INCREASE**
- LARGE INCREASE**
- MODERATE INCREASE**
- SMALL INCREASE**
- STAY THE SAME**
- SMALL DECREASE**
- MODERATE DECREASE**
- LARGE DECREASE**
- VERY LARGE DECREASE**

TABLE 3
KNOWLEDGE ITEM SCALE

- **SURVEY RESPONDENTS WERE ASKED TO ASSIGN RATINGS
BASED ON HOW MUCH EMPHASIS KNOWLEDGE ITEMS SHOULD
RECEIVE USING 9-POINT SCALE**
 - **EXTREMELY HIGH**
 - **VERY HIGH**
 - **HIGH**
 - **ABOVE AVERAGE**
 - **AVERAGE**
 - **BELOW AVERAGE**
 - **LOW**
 - **VERY LOW**
 - **EXTREMELY LOW**

TABLE 4
SURVEY SAMPLE

	NUMBER OF BOOKLETS <u>MAILED</u>	NUMBER OF USEABLE BOOKLETS <u>RECEIVED/PERCENTAGE</u>
BMT GRADUATES	1,453	751/52%
BMT SUPERVISORS	1,453	510/35%
SENIOR NCOs	2,999	1,731/59%
OFFICERS (CAPTAIN THRU COLONEL)	1,500	752/50%
OVERALL RETURN RATE IS 51%		

BMT Supervisors - Survey booklets were sent to the supervisor of each of the BMT graduates. Of the 1,453 booklets sent to supervisors, 510 were returned, thus achieving a return rate of 35 percent. One of the factors affecting the lower return rate for supervisors is that only one booklet needed to be completed regardless of the number of BMT graduates they supervised. Ninety-five percent of the supervisors were enlisted, with 44 percent being in grade E-5 (see Table 5).

Experienced noncommissioned officers in paygrades E-7 through E-9 were also included in the survey sample. Booklets were sent out to a total of 2,999 senior NCOs. Of this number, a total of 1,731 booklets were returned for a percentage of 59 percent (see Table 4). Within the senior NCO population, random stratified samples were included of all career areas. In addition, larger samples were sent to Senior Enlisted Advisors, First Sergeants, and T-Prefix personnel.

Experienced officers were also included in the survey sample with survey booklets going to random stratified samples of paygrade O-3 through O-6. A larger survey sample of A-Prefix Commanders was also included. Of the 1,500 booklets mailed, 752 were returned for a 50 percent return rate (see Table 4).

ANALYSIS OF BACKGROUND DATA FOR BMT GRADUATES

Background questions were included only on the survey instrument for BMT graduates. These questions dealt with areas of job satisfaction, whether the graduates went to a technical training school or directed duty assignment and physical fitness.

In terms of job satisfaction, BMT graduates were asked attitude questions covering the areas of job interest, perceived utilization of talents and training, and sense of accomplishment from work. Compared to 2,806 1-24 months Total Active Federal Military Service (TAFMS) enlisted personnel surveyed in 1992, the job satisfaction indicators for BMT graduates were quite high. For example, 76 percent of the BMT group found their job interesting, while 68 percent of the comparative sample found their job interesting (see Table 6). From a talent utilization perspective, Table 6 also shows that 81 percent of BMT graduates thought their talents were well utilized compared to 71 percent for the comparative sample. Seventy-five percent of BMT graduates also expressed satisfaction with their sense of accomplishment from work, while 67 percent expressed that level for the comparative sample (see Table 6). Finally, both the BMT graduate and comparative sample groups perceived that their training was well utilized (85 percent for BMT graduates and 86 percent for the comparative sample) (see Table 6).

BMT graduates were also surveyed to determine how many completed resident training courses after BMT. Of those BMT graduates responding, 97 percent completed resident training courses. Only 3 percent went to Directed Duty Assignments (DDA) upon completion of BMT.

TABLE 5
COMPOSITION OF ENLISTED SUPERVISORY SAMPLE

ENLISTED	95%
E-4	20%
E-5	44%
E-6	18%
E-7	12%
E-8	1%

TABLE 6

JOB SATISFACTION DATA COMPARISONS
BMT GRADUATES - COMPARATIVE SAMPLE

	BMT GRAD (N=617)	COMP SAMPLE* (N=2,806)
JOB INTERESTING	76%	68%
TALENTS WELL UTILIZED	81%	71%
TRAINING WELL UTILIZED	85%	86%
SATISFIED WITH SENSE OF ACCOMPLISH- MENT FROM WORK	75%	67%

* Comparative sample 2,806 1-24 months Total Active Federal Military Service enlisted personnel surveyed during 1992.

Two questions asked of BMT graduates were aimed at physical fitness. The first question asked whether the graduates had engaged in a physical fitness program before entering BMT. Forty-five percent indicated they had engaged in a physical fitness program prior to entering BMT (see Table 7). The second question asked BMT graduates how difficult they felt the Physical Conditioning part of BMT was on a 7-point scale ranging from extremely difficult to extremely easy, with So-So being the midpoint on the scale. Seventy-four percent of the BMT graduates responding indicated that the physical conditioning portion of BMT was easy (see Table 7).

KNOWLEDGE AREA TIME SPENT ANALYSIS

As stated in the Survey Administration section of this report, survey respondents were asked to rate each of the 25 Knowledge areas that they desired to be retained or incorporated into the curriculum on a 9-point time spent scale.

Ratings of 6.00 or higher are considered high in time emphasis ratings. Knowledge areas rated 4.00 or lower are considered low in time emphasis.

Of the 25 knowledge areas, 5 areas were rated high in time emphasis by all of the survey respondents (N=3,757) (see Table 8). In addition, five knowledge areas were rated low in time emphasis by all the survey respondents (see Table 9).

In addition to the analysis of time spent ratings for the entire sample, analyses were also performed on various of the other major groups; i.e., BMT graduates, supervisors of BMT graduates, senior enlisted personnel, and officers (O-3 through O-6). Comparisons were made of the ratings for each of these groups. Table 10 shows a breakdown of the raw ratings into rank order for the entire sample and each of the major sample groups. Generally, this table shows that each of the sample groups indicates agreement with each other except for BMT graduates. For example, BMT graduates rated areas, such as Human Relations, Air Force Customs and Courtesies, and Military Citizenship considerably lower than other groups. On the other hand, the BMT graduates rated areas such as Training and Educational Programs, Confidence Course and Combat Arms, and Self-Aid and Buddy Care, higher than the other major sample groups.

In summary, areas that are rated high in emphasis should be evaluated to determine whether they should receive additional training time and areas that are low in emphasis should be evaluated to determine whether time devoted to them should be reduced. In addition, it should be noted that there was considerable agreement between supervisors, senior NCOs, and officers on ratings of time spent in knowledge areas.

TABLE 7

RESPONSES OF BMT GRADUATES ON PHYSICAL FITNESS PROGRAM

	BMT GRADS (N=617)
PERCENTAGE OF BMT GRADUATES WHO ENGAGED IN PHYSICAL FITNESS PROGRAM BEFORE ENTERING BMT	45%
PERCENTAGE OF BMT GRADUATES WHO FELT THAT THE PHYSICAL CONDITIONING PART OF BMT WAS EASY	74%

TABLE 8

BMT KNOWLEDGE AREAS RATED HIGH IN TIME EMPHASIS
(ENTIRE SAMPLE N=3,757)

<u>KNOWLEDGE AREA</u>	<u>TIME EMPHASIS RATING</u>	<u>AMOUNT OF HOURS ALLOCATED</u>
FINANCIAL MANAGEMENT	6.70	3
QUALITY AIR FORCE	6.32	1
PHYSICAL CONDITIONING	6.19	24
HUMAN RELATIONS	6.15	2
CAREER PROGRESSION	6.10	1

TABLE 9

BMT KNOWLEDGE AREAS RATED LOW IN TIME EMPHASIS
(ENTIRE SAMPLE N=3,757)

<u>BMT KNOWLEDGE AREA</u>	<u>TIME EMPHASIS RATING</u>	<u>AMOUNT OF HOURS ALLOCATED</u>
DORMITORY AND DETAILS	2.50	96
TRAINING ADMINISTRATION	3.28	170
DRILL	3.61	37
NUCLEAR, BIOLOGICAL, AND CHEMICAL WARFARE	3.83	2
BASIC MILITARY TRAINING ORIENTATION	3.85	26

TABLE 10

RANK ORDER OF RATINGS FOR KNOWLEDGE AREAS

<u>KNOWLEDGE AREA</u>	<u>ENTIRE SAMPLE (N=3,757)</u>	<u>OFCRS (N=752)</u>	<u>BMT SUPV (N=510)</u>	<u>SR. NCO (N=1,731)</u>	<u>GRADS (N=751)</u>
FINANCIAL MANAGEMENT	1	1	1	1	7
QUALITY AIR FORCE	2	2	2	2	8
PHYSICAL CONDITIONING	3	6	5	6	1
HUMAN RELATIONS	4	4	4	3	10
CAREER PROGRESSION	5	5	6	5	3
AIR FORCE CUSTOMS AND COURTESIES	6	8	3	4	13
CODE OF CONDUCT AND UNIFORM CODE OF JUSTICE	7	9	7	7	9
ORGANIZATIONAL STRUCTURE OF THE AIR FORCE	8	3	11	9	14
MILITARY PAY AND ENTITLEMENTS	9	14	8	10	6
MILITARY CITIZENSHIP	10	12	9	8	21
ASSIGNMENT SYSTEM	11	7	14	16	5
RESOURCE PROTECTION	12	11	12	11	16
TRAINING AND EDUCATIONAL PROGRAMS	13	17	10	14	4
CONFIDENCE COURSE AND COMBAT ARMS	14	19	13	19	2
INFORMATION SECURITY	15	10	15	12	18
ENVIRONMENTAL AWARENESS	16	15	17	15	12
AIR FORCE MISSION AND HERITAGE	17	13	18	13	19
SELF-AID AND BUDDY CARE	18	18	16	17	11
LAW OF ARMED CONFLICT	19	16	20	18	20
NATIONAL SECURITY	20	20	19	20	15
BASIC MILITARY TRAINING ORIENTATION	21	21	22	21	24
NUCLEAR, BIOLOGICAL, AND CHEMICAL WARFARE	22	22	21	23	17
DRILL	23	23	23	22	22
TRAINING ADMINISTRATION	24	24	24	24	23
DORMITORY AND DETAILS	25	25	25	25	25

ANALYSIS OF KNOWLEDGE ITEM EMPHASIS RATINGS

Survey respondents were asked to rate each of the 174 knowledge items that they desired to be retained or incorporated into the BMT curriculum. Respondents used a 9-point knowledge emphasis scale ranging from (1) extremely low to (9) extremely high with (5) being average. For this study, knowledge item ratings of 6.00 or higher are considered high in emphasis, and ratings of 4.00 or lower are considered low in emphasis.

For the entire sample, a total of 30 knowledge items were rated high. A representative sample of these items is shown on Table 11. In addition, a total of 23 knowledge items was rated low. A representative sample of these items is shown on Table 12.

As with the knowledge area analysis, in addition to the analysis of knowledge items for the entire sample, analysis was also conducted on the knowledge item emphasis ratings for other major groups; i.e., BMT graduates, BMT supervisors, senior NCOs, and officers O-3 through O-6. Comparisons were made of the ratings for each of these groups. Table 13 shows the top 25 knowledge items for the entire sample. For ease of comparison, we have converted the raw knowledge emphasis ratings into rank order for the entire sample and each of the other major sample groups. Using the rank order ratings of the entire sample as the comparison focal point, you can see that the rank order ratings of the officers, BMT graduate supervisors, and senior NCOs bear a close relationship to each other. Less relationship is seen when comparing the rank order ratings of the BMT graduates with any of the other sample groups. This relationship mirrors that found in making rank order comparisons of knowledge areas that was previously addressed.

TABLE 11

SAMPLE KNOWLEDGE ITEMS RATED HIGH IN EMPHASIS
BY ENTIRE SURVEY SAMPLE (N=3,757)

- FINANCIAL MANAGEMENT AREA
 - FINANCIAL RESPONSIBILITIES
 - CREDIT CARDS
 - CREDIT LOANS
 - BALANCING A CHECKING ACCOUNT
 - GOOD SPENDING HABITS
- HUMAN RELATIONS AREA
 - AIR FORCE POLICY ON DRUG ABUSE
 - AIR FORCE POLICY ON ALCOHOL ABUSE
 - AIR FORCE POLICY CONCERNING HUMAN RELATIONS
- AIR FORCE CUSTOMS AND COURTESIES AREA
 - DRESS AND APPEARANCE OF AIR FORCE PERSONNEL
 - SALUTING COURTESIES TO THE U.S. FLAG
 - COURTESIES TO RETREAT, TO THE COLORS, OR THE NATIONAL ANTHEM
- PHYSICAL CONDITIONING AREA
 - WEIGHT CONTROL
 - AEROBIC EXERCISES

TABLE 12

SAMPLE KNOWLEDGE ITEMS RATED LOW IN EMPHASIS
BY ENTIRE SURVEY SAMPLE (N=3,757)

- LAW OF ARMED CONFLICT AREA
 - MAJOR SOURCE OF THE LAW OF ARMED CONFLICT
 - CATEGORIES OF TARGET (i.e., ACCEPTABLE, UNACCEPTABLE) UNDER THE LAW OF ARMED CONFLICT
- NUCLEAR, BIOLOGICAL, AND CHEMICAL WARFARE AREA
 - TYPES OF NUCLEAR FALLOUT
 - SYMPTOMS OF NUCLEAR RADIATION OVERDOSE
 - BIOLOGICAL WEAPONS
 - PERSONAL DECONTAMINATION STEPS FOR NUCLEAR WARFARE
- DORMITORY AND DETAILS AREA
 - ARRANGEMENT OF WALL LOCKERS
 - BED DISPLAY
- DRILL
 - TRANSITORY DRILL
- SUGGESTED ADDITIONAL KNOWLEDGE ITEMS
 - UTILITIES DEPOSITS
 - RENT AGREEMENTS
 - TELEPHONE CHARGES
 - COMMISSARY BENEFITS

TABLE 13

KNOWLEDGE ITEM RANK ORDER EMPHASIS RATINGS FOR MAJOR SAMPLE GROUPS

KNOWLEDGE ITEM		ENTIRE SAMPLE (N=3,757)	OFCRS (N=752)	BMT SUPV (N=510)	SR NCO (N=1,731)	BMT GRADS (N=751)
C16	Military Bearing	1	6	1	2	5
P88	Financial Responsibilities	2	1	2	1	19
C7	Dress and Personal Appearance of Air Force Personnel	3	5	3	3	10
T126	Weight Control	4	3	4	6	1
P97	Dependent Care Responsibilities	5	2	5	4	26
Q107	Air Force Policy on Drug Abuse	6	7	7	5	9
Q106	Air Force Policy on Alcohol Abuse	7	8	6	7	11
T123	Aerobic Exercises	8	4	9	17	6
D21	Equality of Treatment	9	10	8	8	12
P96	Saving	10	9	12	11	21
C12	Courtesies to Retreat, to the Colors, or the National Anthem	11	13*	10	9	24
C11	Saluting Courtesies to the U.S. Flag	12	14	11	13	17
T125	Stretching Exercises	13*	19	17	27	4
P89	Credit Cards	13*	13*	14	10	51
P92	Penalties for Overdrawing	14	17	13	16	35
P95	Good Spending Habits	15	12	19	15	53
Q104	Individual Responsibilities	16	16	15	12	52*
Q102	Air Force Policy Concerning Equal Opportunity and Treatment	17	15	16	17	43
P90	Credit Loans	18	20	20	18	52*
T124	Strengthening Exercises	19	30	28	34	2
P94	Balancing a Checking Account	20*	26	22*	14	80
Z165	Sexually Transmitted Diseases	20*	28	22*	29	13
J53	Enlisted Evaluation System	21	18	21	21	71
M70	Rules for Discussing Classified Information	22	11	31	36	14
O82	Military Pay (i.e., Allowances, Base Pay, Special Pay)	23	25	23	28	20
P98	Staff Referral Agencies (i.e., Chain of Command, First Sergeant)	24	37	24	19	42
I46	Quality Performance and Service	25	40	18	24	37

* Indicates rank order tie